



# Oconee County High School Improvement Plan 2022-2023

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## Goal Area 1

Performance Objectives	Performance Measures			Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets	Actual					
I. Provide high-quality professional learning	Increase the number of gifted endorsed teachers	FY20: 34 FY21: 36 FY22: 38 FY23: 40 FY24: 42	FY20: 33 FY21: 33 FY22: 36 FY23: 36 FY24: TBD	1) Job Embedded Professional Learning	Continue to provide ESOL certification, gifted certification, and Advanced Placement training opportunities to faculty and staff as needed.	OCHS Administration	2022-2023	OCHS Professional Learning Funds
	Increase the number of ESOL endorsed teachers (1 per grade level at ES and 1 per content area by grade level in MS)	FY20: 2 FY21: 3 FY22: 4 FY23: 5 FY24: 6	FY20: 2 FY21: 2 FY22: 3 FY23: 8 FY24: TBD		All faculty members will collaborate in Professional Learning Communities 1-2 times per month to develop, implement, and monitor academics with incremental levels of support. This will include departmental PLCs, OCHS/OCMS Administrators PLC, <i>Team Leads</i> Leadership training, and OCHS RTI PLC. Surveys on the effectiveness of these PLCs will be administered.	OCHS Faculty and Staff	2022-2023	Professional Learning Communities meeting agendas, sign-in sheets, and assessment data; PL Effectiveness Surveys
	Evaluate and improve the effectiveness of professional learning	FY20: TBD FY21: TBD FY22: TBD FY23: TBD FY24: TBD	FY20: TBD FY21: TBD FY22: TBD FY23: TBD FY24: TBD		Teachers will continue to participate twice a month in Professional Learning sessions on how to continue to support 1:1 technology in the classroom and how to best utilize the online learning platform <i>Canvas</i> . Surveys on the effectiveness of this PL will be administered.	OCHS Faculty and Staff	2022-2023	District IT staff and technology usage guidance documents and resources; PL Effectiveness Surveys
					Participate in OCS county-level action teams in the areas of Science, Math, Social Studies, CTAE, Foreign Language, and ELA.	OCHS Teacher Leaders	2022-2023	county-level PL and guidance on goals for action teams/district PL funds

## Goal Area 1

Performance Objectives	Performance Measures			Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets	Actual					
II. Prepare students for postsecondary and workforce options	Improve the % of at-risk students graduating in 4 years (Black, SWD, ED)	FY20: 93 FY21: 93.2 FY22: 93.4 FY23: 93.6 FY24: 93.8	FY20: TBD FY21: TBD FY22: 92.6 FY23: TBD FY24: TBD	1) College and Career Opportunities	Continuously review current advisement activities for Warrior Period and modify as needed. Utilize social-emotional learning lessons once a month on an extended Warrior Period bell schedule.	Warrior Period Teachers, Counselors, and OCHS Administrators	2022-2023	Warrior Period resources shared by OCHS Administration and Counselors
	Improve the % of all students graduating in 4 years	FY20: 98 FY21: 98.2 FY22: 98.4 FY23: 98.6 FY24: 98.8	FY20: 96.7 FY21: 97.5 FY22: 97.5 FY23: TBD FY24: TBD		Teachers will check the academic progress of their home Warrior Period students once a month and share this data with the OCHS RTI committee.	Warrior Period Teachers and OCHS Administrators	2022-2023	Student progress reports in Power School and feedback from classroom teachers
	Increase % of 12th grade students completing a CTAE, advanced content, fine arts, or world language pathway	FY20: 91.8 FY21: 92.6 FY22: 93.4 FY23: 94.2 FY24: 95	FY20: N/A FY21: N/A FY22: 97.2 FY23: TBD FY24: TBD		Counselors will meet with all juniors each year on an individual basis to develop or refine their Individual Graduation Plan (IGPs). This will include a review of all pathways students are completing.	OCHS Counselors	2022-2023	Student IGPs, OCHS Graduation Checklist, feedback from Warrior Period teachers
	Increase the % of students that are college and career ready	FY20: 84.4 FY21: 85.8 FY22: 87.2 FY23: 88.6 FY24: 90	FY20: N/A FY21: N/A FY22: 90.6 FY23: TBD FY24: TBD		Continue to refine a set process and protocol at the school level to verify future enrollment of all withdrawn students.	OCHS Administration and Counselors, OCHS Registrar	2022-2023	Student enrollment records and data in Power School
	Increase % 12th grade students earning credit for accelerated enrollment via Dual Enrollment	FY20: 58.6 FY21: 60.2 FY22: 61.8 FY23: 63.4 FY24: 65	FY20: N/A FY21: N/A FY22: 66.7 FY23: TBD FY24: TBD		Increase participation in CTAE, Foreign Language, and Fine Arts pathways.	CTAE, Fine Arts, and Foreign Language departments	2022-2023	OCHS Pathway Presentations to 8th Graders; Streamlined Pathway course offerings in

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								Master Schedule; professional learning for faculty on various pathways
	Increase the % of the seniors that score a 3 or higher on at least one AP Exam during high school	FY20: 56 FY21: 57 FY22: 58 FY23: 59 FY24: 60	FY20: 46.5 FY21: 54.1 FY22: 45.5 FY23: TBD FY24: TBD		Implement SPEARS Warrior Period to provide extra support to students failing 2 or more classes.	OCHS Administration and Counselors	2022-2023	Student grade report every 3 weeks
	Increase/Maintain the number of programs with industry certification	FY20: 5 FY21: 6 FY22: 6 FY23: 6 FY24: 6	FY20: 5 FY21: 6 FY22: 7 FY23: TBD FY24: TBD		Continue to expand OCHS Advanced Placement course offerings.	OCHS Administration and AP Teachers	2022-2023	PL Funding for AP Teacher Training
					Continue to expand dual enrollment course offerings being offered on OCHS campus through Athens Technical College.	Athens Tech faculty and staff; OCHS Administration	2022-2023	Athens Tech scheduling of faculty for OCHS courses
					Participate in OCS CTAE and Industry Certification Leadership teams.	OCHS CTAE Teachers and Administrator	2022-2023	County-level guidance on new CTAE procedures and pathways.
					Students will participate in <i>You Science</i> to increase their understanding and awareness of future goals	OCHS counselors and Warrior Period Teachers	2022-2023	You Science

## Goal Area 1

Performance Objectives	Performance Measures			Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets	Actual					
III. Improve student achievement and growth	Increase the % of students scoring Level 3 and Level 4 on High School American Lit EOC Achievement Level	FY20: 76 FY21: 77 FY22: 78 FY23: 79 FY24: 80	FY20: N/A FY21: 52.3 FY22: 67.3 FY23: TBD FY24: TBD	2) Coherent Instructional System	Teachers will continue to provide remediation opportunities to improve student achievement through both Warrior Period and instructional extension.	OCHS Faculty and Staff	2022-2023	District-level Instructional Extension Funds and guidance documents
	Decrease the % of students scoring Level 1 on High School American Lit EOC Student Growth Percentile	FY20: 5.7 FY21: 5.5 FY22: 5.3 FY23: 5.1 FY24: 4.9	FY20: N/A FY21: N/A FY22: 7.92 FY23: TBD FY24: TBD		Teachers will co-teach with inclusion teachers and contact study skills teachers to target remediation strategies during study skills classes.	OCHS Faculty	2022-2023	Student IEPs/504s
	Increase the % of students scoring Level 3 and Level 4 on High School Algebra EOC Achievement Level	FY20: 73 FY21: 74 FY22: 75 FY23: 76 FY24: 77	FY20: N/A FY21: 45.2 FY22: 63.6 FY23: TBD FY24: TBD	3) Data Used to Inform Instructional Practices	Continue to improve upon the co-teaching model by assigning content-specific SPED teachers to core academic teachers, reducing the size of co-taught classes when possible, and offering select co-taught CTAE courses.	OCHS SPED department chair	2022-2023	District-level SPED training; Master Schedule data
	Decrease the % of students scoring Level 1 on High School Algebra EOC Student Growth Percentile	FY20: 8 FY21: 7.8 FY22: 7.6 FY23: 7.4 FY24: 7.2	FY20: N/A FY21: N/A FY22: 9.64 FY23: TBD FY24: TBD		All math teachers will participate in training with NEGA RESA staff and OCS Director of Secondary Education on implementing new GA DOE math standards.	OCHS Math Teachers	2022-2023	MVP Curriculum resources; NEGA training
				OCHS will continue to look for ways to best structure class schedules for our at-risk 9 <sup>th</sup> graders.	OCHS API	2022-2023	Master Schedule data	

					Teachers of Basic Reading and Writing and Foundations of Algebra will continue to use MAP testing data and IXL targeted practice to better monitor student progress	Select ELA and Math teachers and co-teachers	2022-2023	MAP/IXL PL webinar; IXL online resources; MAP and IXL student reports
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					towards mastering learning goals.			
					To better support literacy with our most at-risk students, OCHS Basic Reading teacher and ESOL teacher utilize <i>Just Words</i> throughout the school year through their Basic Reading course and study skills section.	OCS SPED Director, OCHS Basic Reading, and ESOL teacher	2022-2023	<i>Just Words</i> resources
					OCHS Leadership Team will analyze data to identify areas of weakness and disseminate information to departments in order to create action plans to address areas of weakness	OCHS Administrators, OCHS Team Leads	2022-2023	Milestone data, PLC agendas

## Goal Area 2

Performance Objectives	Performance Measures			Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets	Actual					
I. Support the well-being of students	Increase the % of students involved in a school-based organized extracurricular activity outside of the school day (7-12)	FY20: 61.50 FY21: 63 FY22: 65 FY23: 67 FY24: 69	FY20: N/A FY21: 84.9 FY22: 74.6 FY23: TBD FY24: TBD	1) Advisement Curriculum	OCHS Leadership Team and student leaders will develop curriculum topics for advisement periods.	OCHS Administration, Counselors, Leadership Team, and Student Leaders	2022-2023	attendance data, discipline data, parent, teacher, and Georgia Health survey data, student extracurricular membership data
	Increase the % of high school students absent less than 10% of enrolled days	FY20: 94 FY21: 95 FY22: 96 FY23: 97 FY24: 97	FY20: N/A FY21: N/A FY22: 96 FY23: TBD FY24: TBD	2) Wraparound Services	Continue to emphasize student citizenship by increasing student participation in school-level service and leadership organizations.	OCHS Administration, Faculty and Staff	2022-2023	OCHS partnerships with local service organizations; data from student interest surveys about extracurricular activities given during Warrior Period
	Increase the % of 6-12 students who report having an adult they can talk to if they need help (GSHS #91)	FY20: 83 FY21: 88 FY22: 92 FY23: 97 FY24: 98	FY20: 74 FY21: N/A FY22: N/A FY23: TBD FY24: TBD		The SEL team will plan, collect data, and receive feedback on the implementation of lessons.	OCHS Faculty and Staff		
	100% of all schools will participate in emergency drills: yes or no	FY20: Yes FY21: Yes FY22: Yes FY23: Yes FY24: Yes	FY20: Yes FY21: Yes FY22: Yes FY23: TBD FY24: TBD		Provide opportunities for students to be engaged and involved in student organizations.	OCHS Administration, Counselors, and Leadership Team		
	Increase the number of high school students mentoring elementary students through Teen Oconee	FY20: 64 FY21: 65 FY22: 66 FY23: 68 FY24: 69	FY20: 75 FY21: N/A FY22: 67 FY23: TBD FY24: TBD		Organize the Teen Oconee and Primary Partners programs with our Early Childhood Education program.	OCHS Administration, Counselors, and Teachers		



	Increase the number of student mentors through the OCS/OARC partnership	FY20: 4 FY21: 8 FY22: 10 FY23: 12 FY24: 14	FY20: N/A FY21: N/A FY22: 4 FY23: TBD FY24: TBD				
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### Goal Area 2: Link to Feedback

Performance Objectives	Performance Measures			Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets	Actual					
II. Create and maintain an inclusive and student-centered environment	Decrease the % of office referrals resulting in ISS or OSS in 6-12	FY20: 23 FY21: 22 FY22: 21 FY23: 20 FY24: 19	FY20: 64.5 FY21: 52.8 FY22: 71.2 FY23: TBD FY24: TBD	1) Behavior Frameworks  2) Teacher Involvement	Continue to include a variety of social-emotional lessons through OCHS Warrior Period Advisement time.	OCHS Administration and Warrior Period advisors	2022-2023	Warrior Period lesson plans; School Climate data to determine greatest areas of need
	Increase the % of 6-12 students who report feeling connected at school (GSHS #5)	FY20: 88 FY21: 90 FY22: 92 FY23: 94 FY24: 96	FY20: 82 FY21: N/A FY22: N/A FY23: TBD FY24: TBD	3) Student Leadership  4) Community Partnerships and Service	Focusing on the specific needs of ninth-grade students, Warrior Period lesson plans will incorporate themes to focus on topics related to ninth graders and the transition from middle school. This step is a continuation of the Summer Slam program with OCHS Student Leaders taking part in lesson delivery.	OCHS Freshmen advisors. Student leaders.	2022-2023	WP Teachers; student leaders
					Implement the Chick-fil-A <i>Student Leadership Program</i> for leadership skill development for students. The OCHS	OCHS Administration and Teacher Leaders	2022-2023	Resources and leadership curriculum materials provided by local Chick-fil-A management;

					Student Leadership Team will serve to build leadership in our 10th, 11th, and 12th grade students as they discuss school-related issues and service service opportunities.			Lessons created by OCHS Admin and Teachers for OCHS SLT
				4) Safety and Security	All OCHS Faculty and Staff will participate in Active-Attacker district-level training. Before annual lockdown drills, teachers will talk through procedures with all students. The administration will communicate with external stakeholders.	OCHS Faculty and Staff	July 2021	Active-Attacker training materials
					OCHS will conduct all district-required safety drills, including fire, severe weather, and lockdown. Drill dates and updates are communicated with staff. All fire and serve weather drills are logged in to meet state requirements.	OCHS Administration	2022-2023	OCS emergency drill protocols/drill logs

### Goal Area 3

Performance Objectives	Performance Measures			Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets	Actual					
I. Increase meaningful partnerships with business, nonprofit, higher education	Increase the dollar amount of monetary donations	FY20: TBD FY21: TBD FY22: TBD FY23: TBD FY24: TBD	FY20: N/A FY21: N/A FY22: \$17,482.84 FY23: TBD FY24: TBD	1) Oconee Schools Partners in Education Program	Work with OCS to develop a <i>Partners in Education</i> program. (structure, level of partnerships, and team)	Directors of Communications and CTAE	End of each semester; December 2021 and May 2022	List of procedures, time to research other successful programs and create
	Increase dollar amount of in-kind donations	FY20: TBD FY21: TBD FY22: TBD FY23: TBD FY24: TBD	FY20: N/A FY21: N/A FY22: \$5000 FY23: TBD FY24: TBD		Evaluate current community partners at OCHS and further develop incentives and recognitions for these partners.	OCHS Administration CTAE Department	2022-2023	district guidance documents on <i>Partners in Education</i> programs
	Increase number of volunteer hours	FY20: TBD FY21: TBD FY22: TBD FY23: TBD FY24: TBD	FY20: N/A FY21: N/A FY22: TBD FY23: TBD FY24: TBD					

### Goal Area 3

Performance Objectives	Performance Measures			Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets	Actual					
II. Increase family engagement	Increase the percentage of parent-teacher conferences	FY20: TBD FY21: TBD FY22: 29% FY23: FY24:	FY20: N/A FY21: N/A FY22: 25% FY23: TBD FY24: TBD	1) Parent/Teacher Conferences	Evaluate current processes with Guidance Counselor.	Administration and Counselors	2022-2023	Google Form to track the number of parent conferences and meetings.
	Increase the percentage of parent-teacher conferences with at-risk families	FY20: TBD FY21: TBD FY22: 100% FY23: FY24:	FY20: N/A FY21: N/A FY22: N/A FY23: TBD FY24: TBD		Set expectations for parent conferences and student-led conferences at the high school level in an effort to increase student advocacy. -Create a school-wide process to determine the need for a meeting	Administration, Counselors, Social Worker, and Teachers	2022-2023	
	Expand the percentage of student-led conferences	FY20: TBD FY21: TBD FY22: TBD FY23: TBD FY24: TBD	FY20: N/A FY21: N/A FY22: 14.7% FY23: TBD FY24: TBD		Increased participation for the ASPIRE program	Administration, Counselors, and Case Managers	2022-2023	District-created survey/survey results
				2) Community Engagement Events	Develop and implement an OCHS schedule of community-focused events.	OCHS Faculty and Staff	2022-2023	

### Goal Area 3

Performance Objectives	Performance Measures			Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets	Actual					
III. Improve the effectiveness of communication and branding	Increase the percentage of social media followers at the school and district levels.	FY20: +5% FY21: +5% FY22: +5% FY23: +5% FY24: +5%	FY20: N/A FY21: N/A FY22: +9% FY23: TBD FY24: TBD	1) Increase the number of social media platform followers	OCHS will continue highlighting student and faculty accomplishments and other critical information through social media platforms.	OCHS Faculty and Staff <i>Resources Page</i>	2022-2023	Devices to access to social media platforms
	Increase monthly parent log-ins in Student Information Systems (PowerSchool and CANVAS)	FY20: +5% FY21: +5% FY22: +5% FY23: +5% FY24: +5%	FY20: N/A FY21: N/A FY22: 193,265 (PS) FY23: TBD FY24: TBD	2) Implement CANVAS in FY23	The district created CANVAS Parent Portal orientation materials that will be shared with all OCHS parents.	OCHS Faculty and Staff	2022-2023	Resources to promote parental portal access in Jan. 2023
	Increase the number of viewers for the weekly newsletter.	FY22: 1643 FY23: FY24:	FY20: N/A FY21: N/A FY22: FY23: TBD FY24: TBD	3) Use SMORE to create and deliver weekly newsletters. Creation of a student, parent, and	OCHS will continue highlighting student and faculty accomplishments and other critical information through the Warrior Weekly Newsletter for parents/guardians, Warrior Nation News for students, and the Warrior Family Weekly for faculty and staff.	OCHS Admin Team and Media Specialist	2022-2023	Access to SMORE school account  Analytics gathered from SMORE

### Goal Area 4

Performance Objectives	Performance Measures			Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets	Actual					
I. Ensure safe, efficient, and effective environments	Reduce energy consumption (Kilowatt per 1000 square feet per day)	FY20: 24.79 FY21: 24.03 FY22: 23.27 FY23: 22.51 FY24: 21.75	FY20: N/A FY21: N/A FY22: FY23: TBD FY24: TBD	1) Operational Processes	OCHS Faculty and Staff will turn off lighting in unused areas in the building and will develop a plan to continually monitor this.	All faculty and staff	2022-2023	Time/Daily Lighting Plan Access to all lighting controls; sensors to control room lights
	Ensure health inspection score of 95 at all school cafeterias	FY20: Yes FY21: Yes FY22: Yes FY23: Yes FY24: Yes	FY20: N/A FY21: N/A FY22: FY23: TBD FY24: TBD		OCHS Faculty and Staff will use heating and air conditioning systems in an efficient manner according to district-level plans.	All faculty and staff	2022-2023	District level plan regarding heating and air efficiency
	Maintain or improve overall annual custodial scorecard percentage	FY20: Yes FY21: Yes FY22: Yes FY23: Yes FY24: Yes	FY20: N/A FY21: N/A FY22: FY23: TBD FY24: TBD		OCHS school nutrition staff will participate in district-level training related to proper processes and protocols for cafeterias.	OCS Director of Nutrition/OCHS Administration and School Nutrition Staff	2022-2023	Health Inspection Reports/District level plan and resources regarding food safety

			2) Ensure Safe and Healthy Environments for Students and Staff	Head custodian and custodial staff will conduct weekly meetings and inspections to identify areas of focus in the school building.	OCHS Custodial Staff and Administration	2022-2023	School-level custodial staff evaluation criteria
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## Goal Area 4

Performance Objectives	Performance Measures			Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets	Actual					
II. Acquire, support, and retain high performing staff	Ensure all teachers hold certification or otherwise meet professional qualifications as defined by OCS	FY20: Yes FY21: Yes FY22: Yes FY23: Yes FY24: Yes	FY20: Yes FY21: Yes FY22: Yes FY23: Yes FY24:	1) High-Performing Staff	OCHS will maintain the district's position of 100% certified or professionally qualified teachers.	OCHS Administration	2022-2023	My GaPSC HR District Support
	Ensure all certified teaching positions are fully staffed at the start of the school year	FY20: Yes FY21: Yes FY22: Yes FY23: Yes FY24: Yes	FY20: Yes FY21: Yes FY22: Yes FY23: Yes FY24:	2) HR Training Sessions	OCHS Principal will participate in all district-level HR training and redeliver information shared to assistant principals.	Principal	2022-2023	HR district training and related resources
				3) Employee Support	OCHS will continue to implement its <i>Teacher Induction</i> program for all teachers new to OCHS. The program will include an orientation luncheon and daily meetings during pre-planning and monthly follow-up meetings throughout the school year.	OCHS Administrators and Teacher Leaders	2022-2023	OCHS procedural guidance documents for new teachers shared through OCHS Faculty and Staff



					OCHS administration will maintain a set schedule for completing all steps of the TKES process with the OCHS faculty.	OCHS Administration	2022-2023	Teacher Keys and Leader Keys resources provided by Georgia DOE within the TLE platform
					Incorporate professional development on all ten standards of the Teacher Keys Effectiveness System into school-level faculty meetings.	OCHS Administration	2022-2023	Teacher Keys and Leader Keys resources provided by Georgia DOE within the TLE platform

### Goal Area 4

Performance Objectives	Performance Measures			Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets	Actual					
IV. Ensure continued stewardship of resources through effective and efficient practices	Conduct timely and unmodified audits	FY20: Yes FY21: Yes FY22: Yes FY23: Yes FY24: Yes	FY20: Yes FY21: Yes FY22: Yes FY23: TBD FY24: TBD	1) Ensure Effective and Efficient Financial Processes	OCHS bookkeeper will attend district-level professional development sessions related to financial processes and implement these processes for school-level budgeting.	OCHS Bookkeeper and Principal	2022-2023	District-level professional development on financial processes for OCS
	Align budget resources with OCS goals	FY20: Yes FY21: Yes FY22: Yes FY23: Yes FY24: Yes	FY20: Yes FY21: Yes FY22: Yes FY23: TBD FY24: TBD					
					2) Budget Process	School-level budgetary needs will be clearly communicated to the OCHS bookkeeper and will be related to the OCS Strategic Plan and OCHS School Improvement Plan.	Principal OCHS Leadership Team	2022-2023

